

INITIAL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Bacup Townscape Heritage Initiative Scheme	
Lead Officer Name(s):	Rachel Fletcher	
Job Title & Location:	Bacup THI Project Manager, Futures Park	
Department/Service Area:	Regeneration	
Telephone & E-mail Contact:	01706 252 532	
Date Assessment: 02/04/2013	Commenced:	Completed:

We carry out Equality Impact Assessments (EIAs) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. Overview

<p>The main aims/objectives of this policy¹ are:</p> <p>The aim of the Bacup THI is the boost regeneration and the historical character of Bacup town centre. It will run for 5 years from 2014 – 2018. A number of properties have been identified for inclusion in the scheme (to be finalised at Bacup THI Partnership Board meeting on 24th April 2013) and will be eligible for grant aid.</p> <p>The key elements of the THI scheme are:</p> <ul style="list-style-type: none"> - To provide grants to property owners to refurbish and, where vacant, bring back into use historical properties in Bacup Town Centre Conservation Area. - The scheme also aims to work with the local community to run activities and events to enable learning and understanding more about the history of Bacup and its buildings. - A third aim is to provide training in traditional building skills and skills to better understand and look after the historic buildings in Bacup. - It is also hoped that improvements to the public realm will be achieved through the scheme.
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(Refer to **EIA Guidance** for details)

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

INTERNAL ONLY

MANAGEMENT ACTION REQUIRED (to be completed by the Head of P&P following review by Management Team / Programme Board)

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

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- Outcome of EIA agreed/approved by Management Team / Programme Board:
Yes No
- Is a full EIA required Yes No
- Referred back to Assessor for amendment : (date)
- Published/made publicly available on: (date)

Signed:..... (Head of P&P) Date:

Date of Review²:

[To be Completed by Lead Officer]

² This date will be set on an annual basis as default for review unless otherwise specified by you.

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2. Equality Impact

Using the table below please indicate whether the policy/strategy/decision has a positive, negative or no impact **from an equalities perspective** on any of the protected equality groups listed below. **Please also give consideration to wider equality of opportunity and community cohesion impacts within and between the groups identified. If you have identified any negative impact and mitigating actions are not sufficient, you will need to complete a Full Equality Impact Assessment.**

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	Communication, engagement and consultation with Seniors Together in Rossendale (STIR) has taken place to encourage involvement and to consider views on participation of older people, and to incorporate their ideas. The THI scheme itself holds no adverse impact for different age groups. Effort will be made to reach all age groups particularly those who could most benefit from the scheme e.g. students, NEETs, older people through targeting the specific groups with publicity and offering information in different mediums. All information will meet the objectives of the Communicating Clearly Guide in terms of plain English and no jargon. Alternative formats will be provided as requested.	X
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>	Communication, engagement and consultation with schools, youth groups and higher education has taken place through the development of the bid to ascertain views and ideas to encourage involvement and to devise a scheme that encourages their involvement. The THI scheme itself holds no adverse impact for different age groups. Effort will be made to reach all age groups particularly those who could most benefit from the scheme e.g. students, NEETs, older people through targeting the	X

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Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
				specific groups with publicity and offering information in different mediums. All information will meet the objectives of the Communicating Clearly Guide in terms of plain English and no jargon. Alternative formats will be provided as requested.	
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>	The THI scheme itself holds no adverse impact for people with a disability. However, effort will be made to reach people with different disabilities as their input into the scheme is vital to ensure we take into consideration all needs. Additionally, their needs will be considered as part of public realm works in line with the Council's equality duty..	X
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	The THI scheme holds no adverse impact for people who have had, or undergoing gender reassignment.	X
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	The THI scheme holds no adverse impact for pregnant women or those on maternity.	X
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	The THI scheme holds no adverse impact for people of different nationality or ethnic backgrounds.	X
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>		X
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>		X
	White British	<input type="checkbox"/>	<input type="checkbox"/>		X
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>		X
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>		X
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>		X
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>	The THI scheme holds no adverse impact for people of different religions or beliefs.	X
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	The formal learning aspect of the THI scheme holds potential adverse impact for females. All students on existing	X

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				construction courses or in related building employment will have equal access to the formal learning; however, the evidence indicates that girls and women are significantly under-represented in the construction sector. The THI scheme is not able to redress the numbers of females in the construction sector, however, the scheme will aim to rebalance this by targeting specific groups not currently accessing courses or employment through targeted promotion and publicity.	
	Men	<input type="checkbox"/>	<input type="checkbox"/>	The THI scheme holds no adverse impact for men.	X
Sexual Orientation	Gay men, gay women / lesbians and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	The THI scheme holds no adverse impact for people of different sexual orientations.	X
Marriage and Civil Partnership (employment only)		<input type="checkbox"/>	<input type="checkbox"/>	N/A	<input type="checkbox"/>
Contribution to equality of opportunity		X	<input type="checkbox"/>	The THI scheme will promote equal opportunities by undertaking widespread promotion of the scheme through different mediums e.g. newsletters, posters, adverts and articles in newspapers and Borough news, website, twitter, facebook etc. Element of the scheme provide an opportunity to get involved which is open to all. Promotion and publicity of the scheme and particularly the education package, will target specific groups currently under represented e.g. females to increase participation on construction courses, BME community and young people to get	

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			<p>involved in informal community learning and activities, young unemployed people to be encouraged to attend a course or undertake training (NEETS). For instance, groups/organisations such as STIR, Age Concern, Young Peoples Service will be contacted directly to help disseminate information. The scheme will particularly encourage people who may not readily access training and education to undertake courses, attend taster sessions, upgrade or learn new skills etc.</p> <p>Additionally, the learning package will be offered either free or at a much reduced cost which will enable people who may not have previously been able to for a number of reasons, to attend courses, obtain qualifications, learn new skills or just gain a better understanding of the town's heritage and conservation awareness.</p> <p>All information will be made available if requested in different mediums to reach different groups i.e. text phones, braille, large print, plain English, translations.</p>	
Contribution to fostering good relations between different groups (people getting on well together – valuing one another, respect and understanding)	X	<input type="checkbox"/>	Bacup's communities have an informative, two-way dialogue with the Borough Council about the initiative through the attendance of meetings, community events with the outreach programme etc and by ensuring that all views have fed into the scheme as it emerges.	

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			<p>Through previous consultation, the regeneration of Bacup town centre is a high priority for residents and businesses and as such is the top priority for the Council, therefore, the scheme itself will promote good relations as it shows the Council has listened and is taking positive action.</p> <p>This scheme will also seek to bring different groups of the community together.</p>	
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251	<input type="checkbox"/>	<input type="checkbox"/>	Any Council decisions will be taken in line with the Human Rights Act 1998.	X

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